

Exhibit A

IN THE UNITED STATES DISTRICT COURT
FOR THE SOUTHERN DISTRICT OF TEXAS
HOUSTON DIVISION

GERRY MONROE,

Plaintiff,

VS.

HOUSTON INDEPENDENT
SCHOOL DISTRICT,

Defendant.

§ 87(2)(b)

CIVIL ACTION 4:19-CV-01991

JUDGE EWING WERLEIN, JR.

DECLARATION OF ERIC J.R. NICHOLS

1. "My name is Eric J.R. Nichols. I am over eighteen years of age. I have never been convicted of a felony or crime involving moral turpitude, am of sound mind, and am competent to make this affidavit. All matters in this declaration are within my personal knowledge and are true and correct. I practice with the law firm Butler Snow LLP, and my business address is 1400 Lavaca Street, Suite 1000, Austin, Texas 78701.

2. I have been licensed to practice in Texas courts by the Texas Supreme Court since November 1989. I am also admitted to practice before the United States Supreme Court, the United States Court of Appeals for the Fifth Circuit, and the United States District Courts for the Southern, Northern, Eastern, and Western Districts of Texas. Among other legal organizations, I am a fellow of the American College of Trial Lawyers, and a member of the American Board of Trial Advocates ("ABOTA").

3. Upon graduating from law school in 1989, I worked as a law clerk to the Honorable David Hittner of the United States District Court for the Southern District of Texas. From 1991 to 1994 I worked as an Assistant United States Attorney in the Southern District of Texas, based in Houston. From August 1994 to December 2006, I worked in private practice as an associate and later a partner at the law firm Beck Redden LLP, again based in Houston. From December 2006 to February 2011, I served in the Office of the Texas Attorney General based in Austin as Deputy Attorney General for Criminal Justice. From February 2011 to December

2018, I returned to Beck Redden LLP as a partner, and since January 2019 I have been associated (and now as a partner) with Butler Snow LLP, while remaining based in Austin.

4. Among other professional activities, I have served and continue to serve as a member of the Texas Board of Criminal Justice, the state board that oversees the Texas Department of Criminal Justice, and serve as the Board's liaison for litigation matters. From 2014 to 2020 I served two three-year terms as a Texas Supreme Court appointee on the Court's Grievance Oversight Committee, a committee established to assist the Court in its oversight of the attorney-client disciplinary process—a process that includes the administration of grievances related to fees charged by Texas lawyers. I am a past member of the Garland Walker Inn of Court in Houston and am a founding member and past president of the Barbara Jordan American Inn of Court in Austin. Among other publications over the years, I am a co-author of a chapter on jury selection for the multi-volume West/Thomson Reuters treatise Business and Commercial Litigation in Federal Courts, and the author of a chapter in the State Bar publication Essentials of E-Discovery.

5. My law practice has included civil and commercial litigation matters for more than twenty years. During that time period I have represented clients in civil and commercial disputes and lawsuits across the State of Texas. I have also been involved with and handled post-verdict proceedings and appeals in state and federal courts in Texas. This litigation experience has on numerous occasions involved representing clients on the issue of attorneys' fees recovery. I have also served in various matters as an expert on whether attorneys' fees sought to be recovered are reasonable and necessary. As both a lawyer representing clients and as an attorneys' fees expert, I have applied the lodestar analysis frequently in the context of attorneys' fee applications and awards in Texas state and federal courts. I have also endeavored as part of my practice to stay informed on developments on the factual and legal standards applicable to recovery of attorneys' fees in litigation, including those set forth in decisions from the United States Supreme Court, the Fifth Circuit Court of Appeals, and Texas appellate courts.

6. From my work across the state for over thirty years, I am familiar with the reasonable and customary hourly rates charged by lawyers for various types of matters in the Texas legal market in general as well as in urban areas such as Houston. I am also familiar with the reasonable and customary hourly rates charged for civil rights matters such as this one brought against a governmental entity. In addition, I am personally familiar with the types and range of hourly rates charged by other litigation counsel of similar skill, experience, and training and who

regularly practice in urban counties in Texas, including Harris County, for such matters.

7. I am familiar with the facts and circumstances of this litigation through my representation of Defendant Houston Independent School District for the entire life of the matter. Throughout the course of that representation, attorneys at my firm have billed HISD at hourly rates between \$225 and \$350 per hour, which in my opinion are reasonable rates for work of the type reflected in this lawsuit. In my view, litigation involving *public*, governmental entities does not and should not command the type of billing rates as in certain types of civil litigation involving *private* entities. Governmental entities are funded through taxpayer dollars, and the rates charged by outside counsel representing the governmental entities and the rates sought by private litigants seeking fees from governmental entities should reflect that reality. In addition, higher, "Wall Street-level" rates may be appropriate for certain work that lawyers do in specialized, highly complex litigation, but are not appropriate for civil rights claims of the type made in this matter. My opinions in the matter with respect to a reasonable and necessary fee for the work performed for the plaintiff by attorneys and other law firm professionals, including an analysis of the rates charged, the activities undertaken, and the hours worked, are based in part upon my understanding of this case as counsel of record, including my understanding of the relief sought by and obtained (or not obtained) by the plaintiff.

8. In forming the opinions set forth in this declaration, I reviewed itemized time records provided to me by counsel for the plaintiff. I have also reviewed information on the background of the attorneys whose time is captured in those billing records. I have also reviewed the State Bar of Texas Department of Research and Analysis 2015 Hourly Fact Sheet (published in 2016) concerning hourly rates charged by attorneys throughout the State of Texas. A copy of that fact sheet is attached to this declaration as **Exhibit A**. I have based my opinions on the foregoing review and my experience as detailed above.

9. I understand that Scott Newar and Dennis Herlong have at various points in the litigation represented the plaintiff, and they were assisted by a paralegal at Mr. Newar's firm.

10. I understand the hourly rate sought for time incurred by both Mr. Newar and Mr. Herlong in this matter is \$500 per hour. I have not seen any evidence that any attorneys' fees have been paid by the plaintiff, as opposed to a contingency fee arrangement, much less at a \$500 rate. In my opinion, a \$500 per hour rate for the work performed by Mr. Newar and Mr. Herlong would be unreasonable, based on my review of the relevant factors including their training and experience, the nature

of the litigation, and my knowledge of rates charged by other similarly-experienced lawyers on this type of litigation in Texas urban areas such as Houston.

11. I have also reviewed and analyzed the time entries within the billing records provided by Mr. Newar and Mr. Herlong in their motion for attorney's fees, with respect to opining on a reasonable and necessary fee. I have sought to apply the standard of "reasonable and necessary" with respect to work performed, in the context of legal teamwork for clients I have seen performed on hundreds of matters that I have been involved with over the course of my career, as that phrase has been used in the legal services business and has been employed by courts and others in making determinations on the amount of fees properly charged for legal work. In reviewing and analyzing the time entries, I have sought to apply the concepts described in such authorities as *Hensley v. Eckerhart*, 461 U.S. 424 (1983), and *Johnson v. Georgia Highway Exp., Inc.*, 488 F.2d 714 (5th Cir. 1974).

12. The starting point for any reasonable fee award is the "lodestar," to be calculated by multiplying the number of hours reasonably expended on the litigation by a reasonable hourly billing rate. The "*Johnson* factors" guided my calculation of the lodestar and my evaluation of the reasonableness of the work performed and the overall fee that I believe to be reasonable and necessary for the work performed for the plaintiff. Those factors are:

- a. The time and labor required;
- b. The novelty and difficulty of the issues involved;
- c. The skill requisite to perform the legal services properly;
- d. The preclusion of other employment by the attorney due to acceptance of the case;
- e. The customary fee;
- f. Whether the fee is fixed or contingent;
- g. Time limitations imposed by the client or the circumstances;
- h. The amount involved and the results obtained;

- i. The experience, reputation, and ability of the attorneys;
- j. The “undesirability” of the case;
- k. The nature and length of the professional relationship with the client; and
- l. Awards in similar cases.

13. Based on the factors described above, my opinion is that if the Court were to consider any award of attorneys’ fees, the total fee amount requested by the plaintiff in his motion is neither reasonable nor necessary. In this case specifically, any award that could be considered by the Court would necessarily be limited to fees reasonably incurred between November 25, 2019, when the Second Amended Complaint was drafted, and March 10, 2021, when the case became moot. Within that time frame, certain fees sought by the plaintiff are not reasonable and necessary, including fees related to work that did not obtain any relief, such as work on a motion for summary judgment that was denied. I have included the time entries listed below within my calculation of the lodestar. Within those time entries, I have not segregated any time attributed to any specific matters, nor have I reduced or otherwise challenged the amount of time dedicated to any particular task. In other words, my calculations include the full amount of time billed by the listed attorney(s) on each of the dates listed, as reflected in the time records provided to HISD.

Date	Attorney	Hours
11/25/2019	Newar	3.5
11/26/2019	Newar	5
11/27/2019	Newar	1.25
11/30/2019	Newar	4.75
12/1/2019	Newar	6.25
12/2/2019	Newar	1.5
12/3/2019	Newar	1
12/6/2019	Newar	3.5

12/7/2019	Newar	5.5
12/8/2019	Newar	2.5
12/9/2019	Newar	8
12/10/2019	Newar	3
12/10/2019	Herlong	3.5
12/11/2019	Newar	4.5
12/11/2019	Herlong	1.5
12/12/2019	Newar	1.25
12/19/2019	Newar	0.2
2/4/2020	Newar	0.5
2/6/2020	Newar	0.3
2/14/2020	Newar	1.25
2/14/2020	Herlong	1.5
4/3/2020	Newar	0.1
8/25/2020	Newar	0.1
8/27/2020	Newar	0.3
8/31/2020	Newar	0.5
9/1/2020	Newar	0.4
2/12/2021	Herlong	1.5
2/12/2021	Newar	1.5
2/13/2021	Newar	1.5
2/15/2021	Herlong	0.5

2/23/2021	Newar	0.6
2/24/2021	Newar	0.5
8/16/2021	Newar	1.0
Total Hours		68.75

14. In my opinion, the “lodestar” amount in this case, if any is considered by the Court, would be based on a reasonable hourly rate of \$350 per hour multiplied by the number of hours reasonably expended to obtain the limited relief the plaintiff received before the case became moot, according to the Court’s findings. This lodestar would be calculated as no more than $\$350 \times 68.75 \text{ hours} = \$24,062.50$.

My name is Eric J.R. Nichols, my date of birth is January 5, 1963, and my office address is 1400 Lavaca Street, Suite 1000, Austin, Texas 78701. I declare under penalty of perjury that the foregoing is true and correct.”

Executed in Travis County, State of Texas, on September 17, 2021.

Eric J.R. Nichols

Exhibit A

2015 HOURLY RATE FACT SHEET

STATE BAR OF TEXAS

DEPARTMENT OF RESEARCH & ANALYSIS



2015 HOURLY RATE FACT SHEET

Published August 2016

Analysis by Invariance Dynamics Consulting – Nils Greger Olsson, PhD

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2015 HOURLY RATE FACT SHEET

Introduction

This hourly rate report is published periodically about the economics of law practice in Texas. To make such information available to attorneys, the State Bar's Department of Research and Analysis conducted the Texas Attorney Survey – Status 2015 on March 21, 2016. A goal of the survey was to obtain information on hourly rates charged in 2015 by Texas attorneys.

This report presents the data collected on the hourly rates of 4,260 licensed and practicing, full-time private practitioners who provided hourly rate information for the calendar year 2015. The report provides detailed breakdowns of hourly rates by sex, race, ethnicity, age, law firm size, years of experience, area of practice, and region of the state. A comparison to 2013 hourly rates is also provided for select demographics.

The questionnaire was emailed on March 21, 2016, to all active State Bar of Texas attorneys who have not opted out of taking surveys (N = 94,150). The survey's response rate was 12.5 percent, with a total of 11,793 attorneys responding to at least a portion of the survey. A more detailed description of the methodology and a copy of the questionnaire are included at the end of this report (Appendix A).

This report on hourly rates displays the median hourly rates by category. The median hourly rate is the preferred measure of average hourly rates, rather than the mean, because it more accurately represents the typical rates. Rates are only reported on categories with 6 or more responses.

2015 HOURLY RATE FACT SHEET

2015 and 2013 Overall Hourly Rates¹: Distribution Statistics

This *distribution statistics* table on the right shows the following statistics of 2015 hourly rates:

- i. The **mean (average)**: of reported hourly rates.
- ii. The **75th percentile²**: 75 percent of attorneys charge at or less.
- iii. The **median (50th percentile)**: the hourly rate charged at the midpoint of a rank ordering of attorneys' rates (50 percent of attorneys charge the median or less).
- iv. The **25th percentile**, the rate that 25 percent of attorneys charge at or less than.

When possible, the 2013 hourly rate medians are shown for the comparison.

¹If an attorney's hourly rate varied by area of practice, a simple average for that attorney was calculated.

2015 Hourly Rate	
	Private Practitioners (n= 4,260)
Average (Mean)	\$288
75th Percentile	\$350
Median (50th Percentile)	\$260
25th Percentile	\$200

2013 Hourly Rate	
	Private Practitioners (n= 4,951)
Median	\$242
Increase or decrease in medians (2015 - 2013)	\$18
Percent change in medians (2015 - 2013) / 2013	7.4%

2015 HOURLY RATE FACT SHEET

Hourly Rate Summary Findings

Below are summary findings from the 2015 survey. Articles will be published in the *Texas Bar Journal* to provide detailed information on notable findings.

All hourly rate information provided in this report is for full-time private practitioners only.

Hourly Rates by Demographic Category

- The median hourly rate reported for all full-time private practitioners increased by 7.4 percent (\$242 to \$260) from 2013 to 2015.
- The median hourly rate reported for women attorneys increased by 9.6 percent (\$228 to \$250) from 2013 to 2015. This compares to a 11.3 percent (\$247 to \$275) increase for male attorneys.
- The median hourly rate reported for racial minority attorneys increased by 14.7 percent (\$218 to \$250) from 2013 to 2015. This compares to a 6.1 percent increase (\$245 to \$260) for white attorneys.
- There is a direct relationship between median hourly rates and years of experience, age, and firm size. Information on median hourly rates reported in 2015 for these categories include:
 - Years of experience: Rates increase as attorneys obtain more experience. In 2015, rates ranged from \$200 for attorneys who had 2 or less years of experience to \$300 for attorneys who had more than 25 years of experience.
 - Age: Rates increase as attorneys age. In 2015, rates ranged from \$180 for attorneys who were 21 to 25 years of age to \$300 for attorneys who were more than 65 years of age.
 - Firm size: Rates increase as firm sizes increase. In 2015, rates ranged from \$250 for attorneys who worked as solo practitioners to \$425 for attorneys who were in firms with more than 400 attorneys.
- Detailed information on hourly rates reported by practice area can be found on pages 6-7, and 9-11.

Hourly Rates by Geographic Region

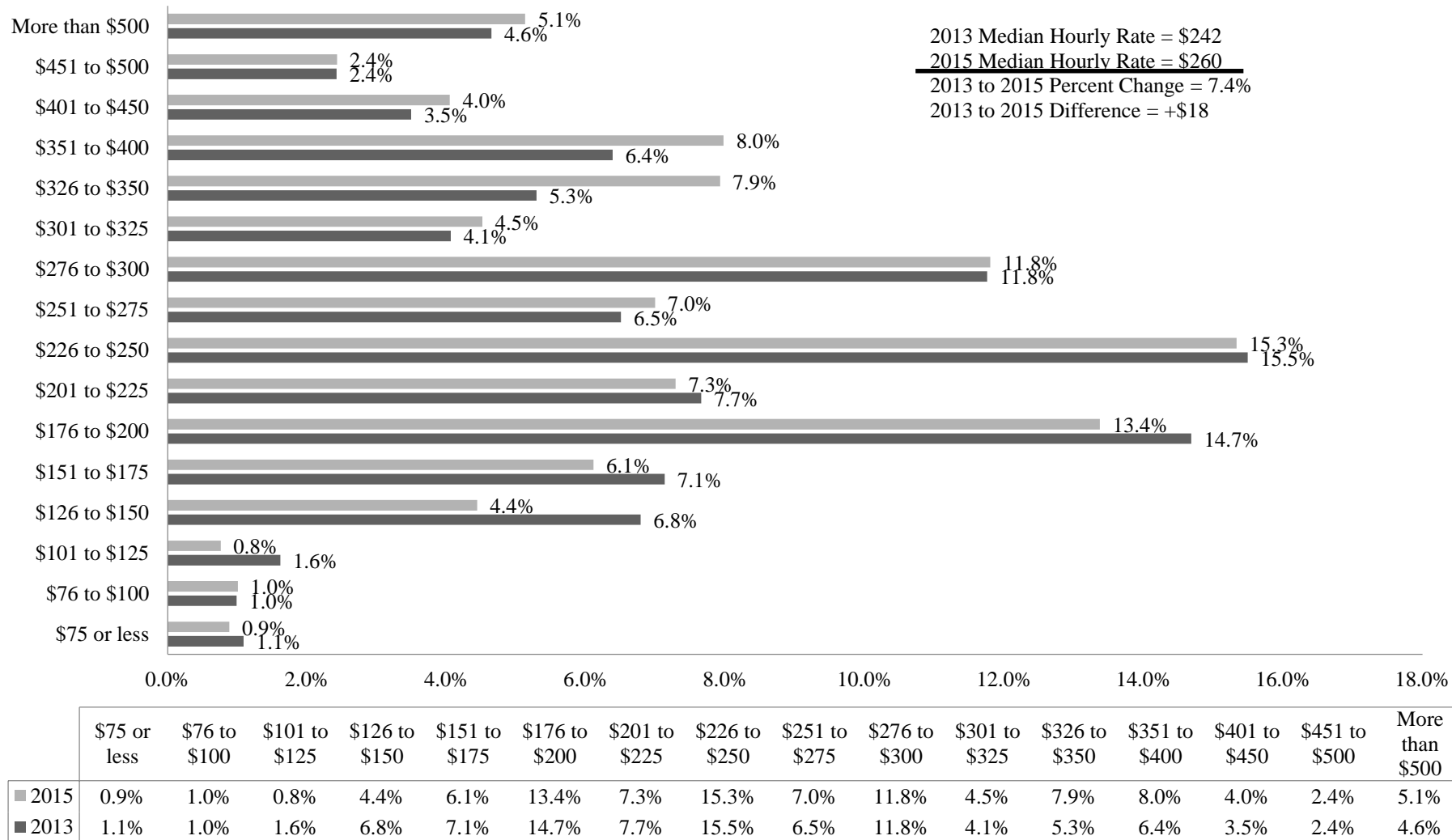
- Overall median hourly rate findings by geographic region include:
 - All metropolitan regions: Rates for attorneys in metropolitan regions increased by 8.2 percent (\$243 to \$263) from 2013 to 2015.
 - Non-metropolitan areas: Rates for attorneys in non-metropolitan areas increased by 20.6 percent (\$199 to \$240) from 2013 to 2015.
 - Out of state/country: Rates for attorneys out of state/country increased by 9.7 percent (\$269 to \$295) from 2013 to 2015.
- Detailed information on hourly rates by geographic region can be found on pages 8-13.

2015 HOURLY RATE FACT SHEET

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2015 HOURLY RATE FACT SHEET

Median Hourly Rates by Demographic Category***Hourly Rate Ranges of 2015 and 2013 – Full-Time Private Practitioners***

*Note: If an attorney's hourly rate varied by area of practice, a simple average was calculated.

2015 HOURLY RATE FACT SHEET

Hourly Rates by Demographic Category

2013 and 2015 Median Hourly Rate by Sex, Race, and Ethnicity

	Median Hourly Rates		Change from 2013 to 2015	
	2013	2015	Difference	Percent Change
All Full-Time Private Practitioners				
Full-Time attorneys	\$242 (N = 4,951)	\$260 (N = 4,260)	\$18	7.4%
Sex				
Male	\$247 (N = 3,271)	\$275 (N = 2,749)	\$28	11.3%
Female	\$228 (N = 1,458)	\$250 (N = 1,406)	\$22	9.6%
Race				
White	\$245 (N = 3,958)	\$260 (N = 3,730)	\$15	6.1%
All Racial Minorities (For 2013, this included Hispanic or Latino)	\$218 (N = 732)	\$250 (N = 371)	\$32	14.7%
Black or African American	\$220 (N = 132)	\$250 (N = 110)	\$30	13.6%
American Indian or Alaska Native	\$200 (N = 14)	\$250 (N = 24)	\$50	25.0%
Asian (above was "Asian/Pacific Islander in 2013)	\$230 (N = 107)	\$250 (N = 89)	\$20	8.7%
Native Hawaiian or Other Pacific Islander	N/A N/A	~	N/A	N/A
Two or More Races	\$233 (N = 65)	\$264 (N = 74)	\$31	13.2%
Other Race	\$238 (N = 53)	\$250 (N = 70)	\$12	5.0%
Ethnicity				
Hispanic or Latino	\$203 (N = 361)	\$250 (N = 376)	\$47	23.2%
Not Hispanic or Latino	N/A N/A	\$265 (N = 3,721)	N/A	N/A

If multiple rates provided, by practice area, they were averaged for overall hourly rate. Rates are reported only for groups with six or more observations. Otherwise the tilde is shown (~).

2015 HOURLY RATE FACT SHEET

Hourly Rates by Demographic Category***2013 and 2015 Median Hourly Rate by Years of Experience***

	Median Hourly Rates		Change from 2013 to 2015	
	2013	2015	Difference	Percent Change
Years of Experience				
2 or less years	\$185 (N = 590)	\$200 (N = 475)	\$15	8.1%
3 to 6 years	\$218 (N = 790)	\$250 (N = 759)	\$32	14.7%
7 to 10 years	\$239 (N = 533)	\$250 (N = 483)	\$11	4.6%
11 to 15 years	\$245 (N = 498)	\$258 (N = 483)	\$13	5.4%
16 to 20 years	\$261 (N = 437)	\$300 (N = 382)	\$39	14.9%
21 to 25 years	\$264 (N = 504)	\$300 (N = 383)	\$36	13.6%
Over 25 years	\$281 (N = 1,399)	\$300 (N = 1,194)	\$19	6.8%

Note: Years of experience based on year first licensed in any jurisdiction.

2015 HOURLY RATE FACT SHEET

Hourly Rates by Demographic Category
2013 and 2015 Median Hourly Rate by Age

	Median Hourly Rates		Change from 2013 to 2015	
	2013	2015	Difference	Percent Change
Age				
21 to 25 years	\$150 (N = 26)	\$180 (N = 49)	\$30	20.0%
26 to 30 years	\$192 (N = 624)	\$200 (N = 567)	\$8	4.2%
31 to 35 years	\$227 (N = 686)	\$250 (N = 672)	\$23	10.1%
36 to 40 years	\$237 (N = 512)	\$250 (N = 466)	\$13	5.5%
41 to 45 years	\$240 (N = 499)	\$254 (N = 444)	\$14	5.9%
46 to 50 years	\$262 (N = 500)	\$290 (N = 398)	\$28	10.7%
51 to 55 years	\$268 (N = 530)	\$275 (N = 426)	\$7	2.6%
56 to 60 years	\$269 (N = 546)	\$300 (N = 428)	\$31	11.5%
61 to 65 years	\$270 (N = 397)	\$300 (N = 367)	\$30	11.1%
More than 65 years	\$279 (N = 401)	\$300 (N = 325)	\$21	7.5%

2015 HOURLY RATE FACT SHEET

Hourly Rates by Demographic Category
2013 and 2015 Median Hourly Rates by Firm Size

	Median Hourly Rates		Change from 2013 to 2015	
	2013	2015	Difference	Percent Change
Firm Size				
Solo Practitioners	\$230 (N = 1,539)	\$250 (N = 1,101)	\$20	8.7%
2 to 5 attorneys	\$237 (N = 1,336)	\$250 (N = 1,101)	\$13	5.5%
6 to 10 attorneys	\$236 (N = 488)	\$250 (N = 511)	\$14	5.9%
11 to 24 attorneys	\$231 (N = 468)	\$250 (N = 437)	\$19	8.2%
25 to 40 attorneys	\$236 (N = 271)	\$250 (N = 264)	\$14	5.9%
41 to 60 attorneys	\$248 (N = 114)	\$280 (N = 123)	\$32	12.9%
61 to 100 attorneys	\$266 (N = 129)	\$257 (N = 84)	-\$9	-3.5%
101 to 200 attorneys	\$304 (N = 117)	\$333 (N = 93)	\$29	9.6%
201 to 400	\$378 (N = 117)	\$359 (N = 137)	-\$19	-5.1%
More than 400 attorneys	\$452 (N = 347)	\$425 (N = 318)	-\$27	-6.0%

2015 HOURLY RATE FACT SHEET

Hourly Rates by Demographic Category

2013 and 2015 Median Hourly Rates by Practice Area

Practice Area	Median Hourly Rates		Change from 2013 to 2015	
	2013	2015	Difference	Percent Change
Administrative and Public	\$243 (N = 132)	\$271 (N = 88)	\$28	11.6%
ADR	\$278 (N = 65)	\$300 (N = 30)	\$22	7.9%
Antitrust	\$463 (N = 19)	\$485 (N = 13)	\$22	4.8%
Appellate	\$258 (N = 190)	\$295 (N = 162)	\$37	14.3%
Aviation	\$230 (N = 11)	\$310 (N = 11)	\$80	34.8%
Bankruptcy	\$259 (N = 218)	\$300 (N = 106)	\$41	15.8%
Business	\$248 (N = 841)	\$285 (N = 879)	\$37	14.9%
Construction	\$235 (N = 197)	\$250 (N = 215)	\$15	6.4%
Consumer	\$233 (N = 128)	\$243 (N = 88)	\$10	4.1%
Creditor-Debtor	\$211 (N = 200)	\$250 (N = 159)	\$39	18.5%
Criminal	\$190 (N = 519)	\$200 (N = 149)	\$10	5.3%
Elder Law	\$228 (N = 97)	\$250 (N = 58)	\$22	9.6%
Entertainment	\$307 (N = 15)	\$300 (N = 19)	-\$7	-2.3%
Environmental	\$321 (N = 59)	\$308 (N = 54)	-\$14	-4.2%
Ethics-Legal Malpractice	\$279 (N = 29)	\$273 (N = 30)	-\$7	-2.3%
Family	\$227 (N = 1,071)	\$250 (N = 916)	\$23	10.1%
Government/Administrative	\$196 (N = 143)	\$225 (N = 126)	\$29	14.8%
Health Care	\$247 (N = 116)	\$255 (N = 112)	\$8	3.2%
Immigration	\$196 (N = 87)	\$270 (N = 12)	\$74	37.8%

Note: Attorneys could report working in more than one practice area. For example, if an attorney reported working in both family law and criminal law they were counted in both.

2015 HOURLY RATE FACT SHEET

Hourly Rates by Demographic Category

2013 and 2015 Median Hourly Rates by Practice Area (Continued)

Practice Area	Median Hourly Rates		Change from 2013 to 2015	
	2013	2015	Difference	Percent Change
Insurance	\$183 (N = 269)	\$195 (N = 271)	\$12	6.6%
Intellectual Property	\$331 (N = 267)	\$365 (N = 208)	\$34	10.3%
International	\$350 (N = 36)	\$385 (N = 31)	\$35	10.0%
Juvenile	\$147 (N = 47)	\$100 (N = 27)	-\$47	-32.0%
Labor-Employment	\$256 (N = 335)	\$278 (N = 282)	\$22	8.4%
Law Office Management	\$241 (N = 15)	~	N/A	N/A
Litigation: Commercial	\$265 (N = 1,299)	\$283 (N = 1209)	\$18	6.6%
Litigation: Personal Injury	\$189 (N = 599)	\$185 (N = 431)	-\$4	-2.1%
Military	~	~	N/A	N/A
Oil & Gas	\$240 (N = 350)	\$255 (N = 302)	\$15	6.3%
Other	\$237 (N = 265)	\$260 (N = 183)	\$23	9.7%
Public Utility Law	\$259 (N = 44)	\$308 (N = 30)	\$49	18.7%
Real Estate	\$237 (N = 731)	\$250 (N = 612)	\$13	5.5%
School Law	\$208 (N = 56)	\$225 (N = 48)	\$17	8.2%
Securities Law	\$338 (N = 83)	\$385 (N = 78)	\$47	13.9%
Social Security Law	\$194 (N = 12)	~	N/A	N/A
Taxation	\$292 (N = 151)	\$350 (N = 172)	\$58	19.9%
Technology	\$290 (N = 30)	\$375 (N = 25)	\$85	29.3%
Wills-Trusts-Probate	\$232 (N = 867)	\$250 (N = 602)	\$18	7.8%

Note: Attorneys could report working in more than one practice area. Rates are reported only for groups with six or more observations. Otherwise the tilde is shown (~).

2015 HOURLY RATE FACT SHEET

Hourly Rates by Geographic Region

2013 and 2015 Median Hourly Rates by Region

Region	Median Hourly Rates		Change from 2013 to 2015	
	2013	2015	Difference	Percent Change
All Metropolitan Regions	\$243 (N = 4,234)	\$263 (N = 3,644)	\$20	8.2%
Houston-The Woodlands-Sugarland MSA	\$249 (N = 1,257)	\$275 (N = 1,134)	\$26	10.4%
Dallas-Fort Worth-Arlington MSA	\$249 (N = 1,368)	\$275 (N = 1,144)	\$26	10.4%
Austin-Round Rock MSA	\$259 (N = 574)	\$300 (N = 449)	\$41	15.8%
San Antonio-New Braunfels MSA	\$225 (N = 358)	\$250 (N = 341)	\$25	11.1%
El Paso MSA	\$203 (N = 61)	\$200 (N = 62)	-\$3	-1.5%
Corpus Christi MSA	\$229 (N = 59)	\$250 (N = 50)	\$21	9.2%
Beaumont-Port Arthur MSA	\$218 (N = 46)	\$232 (N = 42)	\$14	6.4%
Central Texas MSAs	\$199 (N = 55)	\$225 (N = 51)	\$26	13.1%
East & NE Texas MSAs	\$225 (N = 162)	\$250 (N = 139)	\$25	11.1%
South Texas MSAs	\$198 (N = 97)	\$225 (N = 79)	\$27	13.6%
West Texas MSAs	\$224 (N = 197)	\$225 (N = 153)	\$1	0.4%
Non-Metro Areas	\$199 (N = 191)	\$240 (N = 154)	\$41	20.6%
Out of State/Country	\$269 (N = 251)	\$295 (N = 278)	\$26	9.7%

2015 HOURLY RATE FACT SHEET

Hourly Rates by Practice Area by Geographic Region

2015 Median Hourly Rates

Practice Area by	2015 Median Hourly Rates by Practice Area by Region												
	Houston- The Woodlands - Sugarland MSA	Dallas- Fort Worth- Arlington MSA	Austin- Round Rock MSA	San Antonio- New Braunfels MSA	El Paso MSA	Corpus Christi MSA	Beaumont- Port Arthur MSA	Central Texas MSAs	East & NE Texas MSAs	South Texas MSAs	West Texas MSAs	Non- Metro Areas	Out of State/ Country
Administrative and Public	\$300 (N = 15)	\$250 (N = 13)	\$300 (N = 37)	\$200	~	~	~	~	~	~	~	~	\$208
ADR	\$350 (N = 8)	\$385 (N = 8)	~	~	~	~	~	~	~	~	~	~	~
Antitrust	~	~	~	~	~	~	~	~	~	~	~	~	~
Appellate	\$325 (N = 45)	\$275 (N = 46)	\$340 (N = 19)	\$250 (N = 9)	~	~	~	~	~	~	\$195 (N = 11)	~	\$198 (N = 12)
Aviation	~	~	~	~	~	~	~	~	~	~	~	~	~
Bankruptcy	\$300 (N = 31)	\$340 (N = 39)	~	~	~	~	~	~	~	~	~	~	\$355 (N = 8)
Business	\$300 (N = 240)	\$300 (N = 282)	\$300 (N = 79)	\$278 (N = 62)	\$245 (N = 8)	\$250 (N = 7)	\$275 (N = 9)	\$250 (N = 10)	\$250 (N = 36)	\$250 (N = 11)	\$225 (N = 34)	\$238 (N = 18)	\$305 (N = 63)
Construction	\$240 (N = 59)	\$250 (N = 71)	\$275 (N = 21)	\$250 (N = 23)	~	~	~	~	~	\$200 (N = 8)	~	~	\$280 (N = 11)
Consumer	\$200 (N = 20)	\$225 (N = 25)	\$275 (N = 9)	\$250 (N = 7)	~	~	~	~	~	~	~	~	\$250 (N = 9)
Creditor-Debtor	\$250 (N = 45)	\$265 (N = 45)	\$250 (N = 10)	\$200 (N = 11)	~	~	~	~	\$250 (N = 6)	~	\$195 (N = 9)	~	\$230 (N = 13)
Criminal	\$200 (N = 27)	\$238 (N = 30)	\$190 (N = 8)	\$200 (N = 14)	~	~	~	~	\$160 (N = 7)	~	\$175 (N = 6)	\$175 (N = 20)	\$238 (N = 12)
Elder Law	\$233 (N = 8)	\$250 (N = 17)	\$263	\$225 (N = 7)	~	~	~	~	~	~	~	\$225 (N = 6)	~
Entertainment	~	\$300 (N = 7)	~	~	~	~	~	~	~	~	~	~	~

Note: Attorneys could report working in more than one practice area. Rates are reported only for groups with six or more observations. Otherwise a tilde is shown (~).

2015 HOURLY RATE FACT SHEET

Hourly Rates by Practice Area by Geographic Region (continued)**2015 Median Hourly Rates**

Practice Area by Region	2015 Median Hourly Rates by Practice Area by Region (Continued)												
	Houston- The Woodlands -Sugarland MSA	Dallas- Fort Worth- Arlington MSA	Austin- Round Rock MSA	San Antonio- New Braunfels MSA	El Paso MSA	Corpus Christi MSA	Beaumont -Port Arthur MSA	Central Texas MSAs	East & NE Texas MSAs	South Texas MSAs	West Texas MSAs	Non- Metro Areas	Out of State/ Country
Environmental	\$388 (N = 12)	\$418 (N = 6)	\$300 (N = 16)	~	~	~	~	~	~	~	~	~	\$330 (N = 12)
Ethics-Legal Malpractice	\$350 (N = 7)	\$240 (N = 12)	~	~	~	~	~	~	~	~	~	~	~
Family	\$260 (N = 219)	\$250 (N = 242)	\$268 (N = 82)	\$225 (N = 98)	\$213 (N = 10)	\$213 (N = 8)	\$200 (N = 7)	\$219 (N = 26)	\$250 (N = 47)	\$250 (N = 17)	\$250 (N = 38)	\$250 (N = 61)	\$250 (N = 23)
Government/Administrative	\$250 (N = 24)	\$213 (N = 24)	\$263 (N = 24)	\$238 (N = 6)	~	~	~	~	~	\$200 (N = 10)	~	\$225 (N = 7)	\$225 (N = 8)
Health Care	\$200 (N = 17)	\$240 (N = 32)	\$340 (N = 16)	\$180 (N = 15)	~	~	~	~	~	~	~	~	\$300 (N = 10)
Immigration	\$295 (N = 6)	~	~	~	~	~	~	~	~	~	~	~	~
Insurance	\$200 (N = 92)	\$185 (N = 61)	\$213 (N = 24)	\$175 (N = 20)	\$175	~	~	~	~	\$200 (N = 7)	\$190 (N = 7)	~	\$185 (N = 27)
Intellectual Property	\$345 (N = 48)	\$370 (N = 68)	\$400 (N = 39)	~	~	~	~	~	\$350 (N = 9)	~	~	~	\$400 (N = 25)
International	\$435 (N = 13)	\$313 (N = 6)	~	~	~	~	~	~	~	~	~	~	\$525 (N = 7)
Juvenile	~	\$100 (N = 8)	~	~	~	~	~	~	~	~	~	\$100	~
Labor-Employment	\$285 (N = 65)	\$280 (N = 81)	\$300 (N = 33)	\$258 (N = 24)	\$205 (N = 10)	~	~	~	\$240 (N = 9)	\$225 (N = 10)	\$225 (N = 6)	~	\$300 (N = 21)
Law Office Management	~	~	~	~	~	~	~	~	~	~	~	~	~
Litigation: Commercial	\$295 (N = 367)	\$300 (N = 350)	\$300 (N = 101)	\$263 (N = 83)	\$275 (N = 17)	\$250 (N = 13)	\$250 (N = 15)	\$250 (N = 13)	\$250 (N = 38)	\$275 (N = 22)	\$250 (N = 43)	\$250 (N = 31)	\$320 (N = 77)

Note: Attorneys could report working in more than one practice area. Rates are reported only for groups with six or more observations. Otherwise a tilde is shown (~).

2015 HOURLY RATE FACT SHEET

Hourly Rates by Practice Area by Geographic Region (continued)**2015 Median Hourly Rates**

Practice Area by Region	2015 Median Hourly Rates by Practice Area by Region (Continued)												
	Houston- The Woodlands- Sugarland MSA	Dallas- Fort Worth- Arlington MSA	Austin- Round Rock MSA	San Antonio- New Braunfels MSA	El Paso MSA	Corpus Christi MSA	Beaumont- Port Arthur MSA	Central Texas MSAs	East & NE Texas MSAs	South Texas MSAs	West Texas MSAs	Non- Metro Areas	Out of State/ Country
Litigation: Personal	\$200 (N = 135)	\$185 (N = 104)	\$200 (N = 20)	\$175 (N = 42)	\$160 (N = 13)	\$160 (N = 11)	\$200 (N = 11)	~	\$160 (N = 9)	\$175 (N = 15)	\$160 (N = 17)	~	\$200 (N = 29)
Military	~	~	~	~	~	~	~	~	~	~	~	~	~
Oil & Gas	\$300 (N = 100)	\$268 (N = 48)	\$300 (N = 14)	\$250 (N = 17)	~	\$250 (N = 7)	~	~	\$250 (N = 18)	~	\$245 (N = 34)	\$250 (N = 25)	\$275 (N = 19)
Other	\$250 (N = 49)	\$278 (N = 36)	\$250 (N = 19)	\$300 (N = 16)	~	~	~	~	~	\$200	\$225 (N = 9)	\$283 (N = 12)	\$295 (N = 22)
Public Utility Law	~	~	\$320 (N = 12)	~	~	~	~	~	~	~	~	~	~
Real Estate	\$275 (N = 150)	\$285 (N = 162)	\$275 (N = 60)	\$250 (N = 57)	\$213 (N = 10)	\$250 (N = 11)	\$250 (N = 9)	\$250	\$250 (N = 20)	\$250 (N = 11)	\$200 (N = 18)	\$200 (N = 44)	\$275 (N = 35)
School Law	\$250 (N = 9)	\$205 (N = 11)	\$249 (N = 6)	~	~	~	~	~	~	~	~	~	~
Securities Law	\$400 (N = 26)	\$375 (N = 23)	\$375 (N = 15)	~	~	~	~	~	~	~	~	~	\$465 (N = 7)
Social Security Law	~	~	~	~	~	~	~	~	~	~	~	~	~
Taxation	\$350 (N = 62)	\$400 (N = 42)	\$325 (N = 20)	\$288 (N = 12)	~	~	~	~	~	~	~	~	\$325 (N = 16)
Technology	~	\$350 (N = 9)	\$368 (N = 8)	~	~	~	~	~	~	~	~	~	~
Wills-Trusts-Probate	\$275 (N = 147)	\$275 (N = 134)	\$275 (N = 48)	\$250 (N = 65)	\$225 (N = 7)	\$213 (N = 14)	\$250 (N = 7)	~ (N = 11)	\$250 (N = 35)	\$260 (N = 9)	\$250 (N = 32)	\$250 (N = 58)	\$300 (N = 15)

Note: Attorneys could report working in more than one practice area. Rates are reported only for groups with six or more observations. Otherwise a tilde is shown (~).

2015 HOURLY RATE FACT SHEET

Hourly Rates by Geographic Region by Years of Experience

2015 Median Hourly Rates

Region by Years of Experience	2015 Median Hourly Rates by Region by Years of Experience						
	2 or less years	3 to 6 years	7 to 10 years	11 to 15 years	16 to 20 years	21 to 25 years	Over 25 years
Houston-The Woodlands-Sugarland MSA	\$213 (N = 145)	\$250 (N = 211)	\$265 (N = 125)	\$257 (N = 130)	\$300 (N = 92)	\$300 (N = 103)	\$300 (N = 322)
Dallas-Fort Worth-Arlington MSA	\$217 (N = 155)	\$250 (N = 210)	\$250 (N = 161)	\$300 (N = 113)	\$300 (N = 99)	\$300 (N = 112)	\$350 (N = 292)
Austin-Round Rock MSA	\$225 (N = 44)	\$250 (N = 89)	\$300 (N = 52)	\$300 (N = 65)	\$308 (N = 46)	\$350 (N = 41)	\$306 (N = 112)
San Antonio-New Braunfels MSA	\$200 (N = 52)	\$200 (N = 68)	\$250 (N = 39)	\$250 (N = 40)	\$284 (N = 32)	\$288 (N = 14)	\$300 (N = 96)
El Paso MSA	~	\$175 (N = 9)	~	\$233 (N = 6)	\$225 (N = 12)	~	\$275 (N = 21)
Corpus Christi MSA	\$188 (N = 6)	~	~	~	~	~	\$269 (N = 24)
Beaumont-Port Arthur MSA	~	~	~	~	~	\$250 (N = 6)	\$275 (N = 19)
Central Texas MSAs	~	\$214 (N = 14)	~	\$215 (N = 9)	~	~	\$259 (N = 14)
East & NE Texas MSAs	\$175 (N = 10)	\$200 (N = 21)	\$240 (N = 12)	\$235 (N = 15)	\$263 (N = 12)	\$275 (N = 19)	\$275 (N = 50)
South Texas MSAs	\$160 (N = 6)	\$185 (N = 7)	\$225	\$200 (N = 13)	\$238 (N = 6)	\$231 (N = 14)	\$250 (N = 28)
West Texas MSAs	\$180 (N = 20)	\$200 (N = 34)	\$200 (N = 23)	\$238 (N = 16)	\$250 (N = 12)	\$273 (N = 14)	\$275 (N = 34)
Non-Metro Areas	\$175 (N = 8)	\$190 (N = 16)	\$250 (N = 11)	\$225 (N = 19)	\$225 (N = 15)	\$250 (N = 7)	\$250 (N = 78)
Out of State/Country	\$191 (N = 10)	\$250 (N = 56)	\$280 (N = 29)	\$295 (N = 35)	\$323 (N = 36)	\$260 (N = 28)	\$307 (N = 84)

Note: Attorneys could report working in more than one practice area. Rates are reported only for groups with six or more observations. Otherwise a tilde is shown (~).

2015 HOURLY RATE FACT SHEET

Hourly Rates by Geographic Region by Firm Size

2015 Median Hourly Rates

2015 Hourly Rate Fact Sheet										
Firm Size by Region	Median Hourly Rates by Firm Size and Region									
	Solo Practitioners	2 to 5 attorneys	6 to 10 attorneys	11 to 24 attorneys	25 to 40 attorneys	41 to 60 attorneys	61 to 100 attorneys	101 to 200 attorneys	201 to 400	Over 400
Houston-The Woodlands-Sugarland MSA	\$250 (N = 264)	\$250 (N = 306)	\$250 (N = 133)	\$270 (N = 118)	\$250 (N = 65)	\$253 (N = 20)	\$246 (N = 32)	\$350 (N = 33)	\$354 (N = 42)	\$450 (N = 107)
Dallas-Fort Worth-Arlington MSA	\$275 (N = 265)	\$270 (N = 301)	\$250 (N = 126)	\$228 (N = 112)	\$250 (N = 86)	\$335 (N = 53)	\$295 (N = 27)	\$360 (N = 25)	\$345 (N = 41)	\$392 (N = 99)
Austin-Round Rock MSA	\$268 (N = 110)	\$297 (N = 122)	\$300 (N = 58)	\$295 (N = 44)	\$250 (N = 23)	\$285 (N = 11)	\$250 (N = 7)	\$305 (N = 8)	\$408 (N = 22)	\$459 (N = 40)
San Antonio-New Braunfels MSA	\$250 (N = 107)	\$225 (N = 93)	\$216 (N = 50)	\$215 (N = 40)	\$210 (N = 8)	\$263	~	~	\$293 (N = 7)	\$421 (N = 16)
El Paso MSA	\$250 (N = 17)	\$200 (N = 27)	~	\$171 (N = 8)	~	~	~	~	~	~
Corpus Christi MSA	\$250 (N = 27)	\$225	\$208 (N = 10)	~	~	~	~	~	~	~
Beaumont-Port Arthur MSA	\$230 (N = 9)	\$225 (N = 14)	\$264 (N = 6)	~	~	~	~	~	~	~
Central Texas MSAs	\$213 (N = 15)	\$200 (N = 13)	~	\$225 (N = 10)	~	~	~	~	~	~
East & NE Texas MSAs	\$250 (N = 48)	\$250 (N = 54)	\$250 (N = 19)	\$248 (N = 14)	~	~	~	~	~	~
South Texas MSAs	\$225 (N = 27)	\$230 (N = 21)	\$188 (N = 11)	\$200 (N = 14)	~	~	~	~	~	~
West Texas MSAs	\$225 (N = 34)	\$200 (N = 35)	\$224 (N = 22)	\$209 (N = 28)	\$241 (N = 20)	\$205 (N = 10)	~	~	~	~
Non-Metro Areas	\$200 (N = 79)	\$250 (N = 59)	\$250 (N = 10)	~	~	~	~	~	~	~
Out of State/Country	\$256 (N = 52)	\$275 (N = 50)	\$225 (N = 33)	\$288 (N = 26)	\$250 (N = 25)	\$308 (N = 9)	\$270 (N = 9)	\$308 (N = 12)	\$368 (N = 19)	\$465 (N = 39)

Rates are reported only for groups with six or more observations. Otherwise a tilde is shown (~).

2015 HOURLY RATE FACT SHEET

APPENDIX**Method****Data Collection**

Attorney hourly rate information was collected in the Texas Attorney Survey – Status 2015. The questionnaire (Appendix A) was emailed on March 21, 2016, to 94,150 active attorneys licensed by the State Bar of Texas, maintaining active membership in the State Bar of Texas, and who did not opt out of receiving survey mailings.

The survey's results are presented in part by geographic region, which is broken down into 13 economic areas. The metropolitan areas (Metropolitan Statistical Areas or MSAs) were defined by the Federal Office of Management and Budget.

Response Rate

The cutoff date of the survey was April 18, 2016. As of the deadline there were 11,793 who completed the questionnaire, for an overall response rate of 12.5 percent. Response rates for each region are shown in the table below. Information below is on respondents who provided information on the county they practiced in.

2015 Hourly Rate Fact Sheet - Response Rates					
	Active State Bar of Texas Members	% of State Bar Membership	SBOT Survey Respondents	% of Respondents	Response Rate
Houston-The Woodlands-Sugarland MSA	28,224	28.6%	2,711	29.1%	9.6%
Dallas-Fort Worth-Arlington MSA	26,853	27.2%	2,704	29.0%	10.1%
Austin-Round Rock MSA	11,781	11.9%	1,411	15.1%	12.0%
San Antonio-New Braunfels MSA	6,754	6.8%	799	8.6%	11.8%
El Paso MSA	1,278	1.3%	161	1.7%	12.6%
Corpus Christi MSA	1,088	1.1%	134	1.4%	12.3%
Beaumont-Port Arthur MSA	795	0.8%	84	0.9%	10.6%
Central Texas MSAs	1,034	1.0%	140	1.5%	13.5%
East & NE Texas MSAs	2,270	2.3%	284	3.0%	12.5%
South Texas MSAs	1,923	1.9%	219	2.3%	11.4%
West Texas MSAs	2,540	2.6%	332	3.6%	13.1%
Non-Metro Areas	3,417	3.5%	395	4.2%	11.6%
Out of State/Country	10,714	10.9%	1,069	11.5%	10.0%
Total attorneys identified by work location	98,671	100.0%	10,443	100.0%	10.6%
Response rate including all attorneys who responded, even if not identified by location			11,793		12.5%

*Numbers are based on attorneys who have reported the county they practiced in.

2015 HOURLY RATE FACT SHEET

Regions and Counties in Each Region**1 Houston-The Woodlands-Sugar Land MSA**

Austin
Brazoria
Chambers
Fort Bend
Galveston
Harris
Liberty
Montgomery
Waller

2 Dallas-Fort Worth-Arlington MSA

Collin
Dallas
Denton
Ellis
Hood
Hunt
Johnson
Kaufman
Parker
Rockwall
Somervell
Tarrant
Wise

3 Austin-Round Rock MSA

Bastrop
Caldwell
Hays
Travis
Williamson

4 San Antonio-New Braunfels MSA

Atascosa
Bandera
Bexar
Comal
Guadalupe
Kendall
Medina
Wilson

5 El Paso MSA

El Paso
Hudspeth

6 Corpus Christi MSA

Aransas
Nueces
San Patricio

7 Beaumont-Port Arthur MSA

Hardin
Jefferson
Newton
Orange

Central Texas MSAs**8 Waco MSA**

McLennan
Falls

9 Killeen-Temple MSA

Bell
Coryell
Lampasas

East & NE Texas MSAs**10 College Station-Bryan MSA**

Brazos
Burleson
Robertson

11 Longview MSA

Gregg
Rusk
Upshur

12 Sherman-Denison MSA

Grayson

13 Texarkana MSA

Bowie

14 Tyler MSA

Smith

15 Victoria MSA

Goliad
Victoria

16 Wichita Falls MSA

Archer
Clay
Wichita

South Texas MSAs**17 Brownsville-Harlingen MSA**

Cameron

18 Laredo MSA

Webb

19 McAllen-Edinburg-Mission MSA

Hidalgo

West Texas MSAs**20 Abilene MSA**

Callahan
Jones
Taylor

21 Amarillo MSA

Armstrong
Carson
Oldham
Potter
Randall

22 Lubbock MSA

Crosby
Lubbock
Lynn

23 Midland MSA

Martin
Midland

24 Odessa MSA

Ector

25 San Angelo MSA

Irion
Tom Green

2015 HOURLY RATE FACT SHEET

26 Non-Metropolitan Counties

Anderson	Franklin	Llano	Terrell
Andrews	Freestone	Loving	Terry
Angelina	Frio	Madison	Throckmorton
Bailey	Gaines	Marion	Titus
Baylor	Garza	Mason	Trinity
Bee	Gillespie	Matagorda	Tyler
Blanco	Glasscock	Maverick	Upton
Borden	Gonzales	McCulloch	Uvalde
Bosque	Gray	McMullen	Val Verde
Brewster	Grimes	Menard	Van Zandt
Briscoe	Hale	Milam	Walker
Brooks	Hall	Mills	Ward
Brown	Hamilton	Mitchell	Washington
Burnet	Hansford	Montague	Wharton
Calhoun	Hardeman	Moore	Wheeler
Camp	Harrison	Morris	Wilbarger
Cass	Hartley	Motley	Willacy
Castro	Haskell	Nacogdoches	Winkler
Cherokee	Hemphill	Navarro	Wood
Childress	Henderson	Nolan	Yoakum
Cochran	Hill	Ochiltree	Young
Coke	Hockley	Palo Pinto	Zapata
Coleman	Hopkins	Panola	Zavala
Collingsworth	Houston	Parmer	
Colorado	Howard	Pecos	
Comanche	Hutchinson	Polk	
Concho	Jack	Presidio	
Cooke	Jackson	Rains	
Cottle	Jasper	Reagan	
Crane	Jeff Davis	Real	
Crockett	Jim Hogg	Red River	
Culberson	Jim Wells	Reeves	
Dallam	Karnes	Refugio	
Dawson	Kenedy	Roberts	
Deaf Smith	Kent	Runnels	
Delta	Kerr	Sabine	
De Witt	Kimble	San Augustine	
Dickens	King	San Jacinto	
Dimmit	Kinney	San Saba	
Donley	Kleberg	Schleicher	
Duval	Knox	Scurry	
Eastland	Lamar	Shackelford	
Edwards	Lamb	Shelby	
Erath	La Salle	Sherman	
Fannin	Lavaca	Starr	
Fayette	Lee	Stephens	
Fisher	Leon	Sterling	
Floyd	Limestone	Stonewall	
Foard	Lipscomb	Sutton	
	Live Oak	Swisher	



State Bar of Texas Attorney Survey -- Status 2015

MAILING

Dear Attorney,

The State Bar of Texas needs your help! **Complete the 2015 Texas Attorney Survey and you could win one of five prizes.** Two-hundred participants will each win \$10 gift cards, two participants will win an Apple iPad Pro, and two will receive a pair of tickets to one of the following events:

- Dallas Cowboys Regular Season Home Game (game to be determined once schedule is available)
- Houston Texans Regular Season Home Game (game to be determined once schedule is available)
- NASCAR Chase for the Sprint Cup AAA Texas 500 Race
 - Suite tickets including food and beverage
 - VIP credentials into garage/pit area

The Texas Attorney Survey is conducted every other year to provide Texas attorneys with information about the economics of the practice of law. Reports generated from this survey will include detailed breakdowns of income, hourly rates, pro bono services, law school and career satisfaction, and State Bar of Texas Member Services. Results of this survey will be made available at texasbar.com/research.

This year the State Bar of Texas teamed up with Texas A&M University to include questions that touch on the economic and non-economic value of a law degree and career satisfaction. This information should help to provide prospective law students, law schools, and members of the bar with insight on how legal education affects an attorney's career.

This survey is anonymous, and the process is secure. Your email address will be used for the drawings and will then be deleted and not associated with your responses.

Completion of the survey takes about four to eight minutes, depending on your occupation and pro bono experience. **Please complete the survey by 5 p.m. Monday, April 4, 2016.**

Your participation will help ensure you and other Texas attorneys have the most current economic information available.

If you have any questions please feel free to call us at (800) 204-2222, ext. 1724 or email us at research@texasbar.com. Thank you for your help.

Sincerely,
Cory Squires
State Bar of Texas Department of Research and Analysis

SURVEY QUESTIONS**INSTRUCTIONS**

Each question can be answered by simply selecting a response or filling in a blank. These questions are for information related to calendar year 2015.

Completion of the survey should take, on average, 5 minutes.

Responses will be saved, you may close the survey and return later to complete if needed.

Please complete this questionnaire by 5 p.m. Monday, April 4, 2016.

Thank you for your participation.

PRIMARY OCCUPATION**1. For 2015, what was your primary occupation?**

- | | |
|--|---|
| <input type="checkbox"/> Private law practice | <input type="checkbox"/> Other law related |
| <input type="checkbox"/> For-profit corporate/in-house counsel | <input type="checkbox"/> Non-law related |
| <input type="checkbox"/> Non-profit corporate/in-house counsel | <input type="checkbox"/> Unemployed/Looking for work |
| <input type="checkbox"/> Full-time judge | <input type="checkbox"/> Unemployed/not looking for work |
| <input type="checkbox"/> Other judicial branch | <input type="checkbox"/> Retired/not working |
| <input type="checkbox"/> Government attorney | <input type="checkbox"/> Was not licensed to practice in 2015 |
| <input type="checkbox"/> Law faculty | <input type="checkbox"/> Other _____ |
| <input type="checkbox"/> Public interest lawyer | |

2. If applicable, what was your job title in 2015? _____**3. In calendar year 2015, did you work:**

☐ Full-time ☐ Part-time ☐ By Contract ☐ Not Applicable ☐ Other

4. What was your approximate gross personal income (including any bonus) during calendar year 2015?

5. If you received a bonus for 2015, what was it? _____**6. How has your income changed in the last year?**

☐ Increased significantly ☐ Increased moderately ☐ Remained steady ☐ Decreased moderately
☐ Decreased significantly

7. The State Bar of Texas defines pro bono as the provision of the following without an expectation of payment or at a substantially reduced fee:

- legal services to the poor or to a charitable organization that addresses the needs of the poor,
- services that improve the legal process or availability of legal services to the poor,
- legislative, administrative or advocacy for the poor,
- unsolicited, involuntary court appointments.

The Bar's pro bono policy does not define poor; however, it encourages attorneys to serve clients that would qualify for legal aid who live at or below 125% of the federal poverty guidelines (\$14,850 for single person, \$30,375 for family of 4).

Did you provide any of the above pro bono services in calendar year 2015? ☐ Yes ☐ No

PRIVATE PRACTITIONER – PRACTICE AREA INFORMATION

If not a private practitioner, please proceed to question 12.

8. For 2015, if you were in private law practice, how many attorneys, including yourself, worked in your firm?
(Please include attorneys at all locations of your firm in the total.)

Number of attorneys (can be approximate): _____

9. For 2015, if you worked as a private law practitioner, please list the areas of practice that account for 25 percent or more of the time you spent practicing law, how you billed for your services, and the typical rate or fee (if applicable) you charged in each area.
(For billing method please specify whether it was an hourly rate, flat fee, contingency fee, or other)

Practice Area	Billing Method	Rate	Percent of Practice
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

10. Please provide the following information on the average number of actual and billable hours worked per week, as an attorney in 2015:

____ Actual hours worked per week
____ Billable hours worked per week

11. Please specify your position in calendar year 2015 as a private practitioner:

____ Sole Practitioner ____ First-Year Associate ____ Second-Year Associate ____ Third-Year Associate ____ Fourth-Year Associate
____ Fifth-Year Associate ____ Sixth-Year Associate ____ Seventh-Year Associate ____ Eighth-Year Associate ____ Of Counsel
____ Non-Equity Partner ____ Equity Partner ____ Managing Partner ____ Other

12. What professional licenses or certificates, if any, do you have other than your law license?

13. Did you provide professional services other than legal services in 2015? ____ Yes ____ No

14. If yes, what other types of professional services did you provide?

____ Real Estate Sales/Development/Management
____ Insurance Sales
____ Accounting
____ Financial Planning
____ Investment Advisor
____ Registered Securities Representative
____ Other _____

PRO BONO

If you answered "no" to question 7, please proceed to question 19.

Please take a moment to answer a few questions on the pro bono services you performed in 2015. This data will be used to highlight how Texas attorneys are doing their part to help low-income people in our state. Historically, Texas attorneys perform about 2.4 million hours of pro bono services each year.

15. **Did you provide any free legal services to the poor in 2015?** *(Do not include cases where your clients failed to pay you.)* ___ Yes ___ No

If so, approximately how many total hours did you provide? _____

Approximately how many hours were for:

Please note that these categories do not need to sum to the total hours provided.

- ___ Civil Matters
___ Criminal Matters
___ Unsolicited Court Appointments
___ Legal services to a charitable organization for the poor
___ Legislative, administrative, or systems advocacy for the poor
___ Legal services to simplify or improve quality of legal services to the poor

16. **Did you provide any legal services at a substantially reduced fee that benefited the poor in 2015?** *(Do not include cases where your clients failed to pay you.)*
___ Yes ___ No

If so, approximately how many total hours did you provide? _____

Approximately how many hours were for:

Please note that these categories do not need to sum to the total hours provided.

- ___ Civil Matters
___ Criminal Matters
___ Unsolicited Court Appointments

17. **Did you pay actual out-of-pocket expenses related to pro bono or legal services to the poor in 2015?**
___ Yes ___ No

If so, what was the approximate total amount of the out-of-pocket expenses that you paid in 2015?

18. **Did you make any direct financial contributions related to legal services to the poor in 2015?**
___ Yes ___ No

If so, what was the approximate total amount of the financial contribution you paid in 2015?

18. **If you have any comments or suggestions about pro bono services please provide them below:**

VOLUNTARY DEMOGRAPHICS

The following voluntary demographic information is used to provide detailed economic trends and measure diversity in the practice of law in Texas. The State Bar of Texas follows the U.S. Census Bureau and U.S. Equal Employment Opportunity guidelines for collecting information on sex and race/ethnicity.

19. In which Texas County was a majority of your work performed (in 2015)?

If majority was out-of-state or out-of-country, please note that below.

20. Years of experience as an attorney, up to and including calendar year 2015:

- | | |
|---|---|
| <input type="checkbox"/> 2 or less years | <input type="checkbox"/> 3 to 6 years |
| <input type="checkbox"/> 7 to 10 years | <input type="checkbox"/> 11 to 15 years |
| <input type="checkbox"/> 16 to 20 years | <input type="checkbox"/> 21 to 25 years |
| <input type="checkbox"/> More than 25 years | |

21. Age:

- | | |
|---|---|
| <input type="checkbox"/> 21 to 25 years | <input type="checkbox"/> 26 to 30 years |
| <input type="checkbox"/> 31 to 35 years | <input type="checkbox"/> 36 to 40 years |
| <input type="checkbox"/> 41 to 45 years | <input type="checkbox"/> 46 to 50 years |
| <input type="checkbox"/> 51 to 55 years | <input type="checkbox"/> 56 to 60 years |
| <input type="checkbox"/> 61 to 65 years | <input type="checkbox"/> More than 65 years |

22. Sex:

☐ Male ☐ Female

23. Ethnicity:

- ☐ Hispanic or Latino
☐ Not Hispanic or Latino

24. Race:

- ☐ White
☐ Black or African American
☐ American Indian or Alaska Native
☐ Asian
☐ Native Hawaiian or Other Pacific Islander
☐ Two or More Races
☐ Other

LAW SCHOOL/CAREER SATISFACTION

The purpose of these questions is to study the economic and non-economic value of a law degree and the associated attorney satisfaction with careers and decisions to attend law school. This information will help provide prospective law students and members of the bar with important information about legal careers in Texas.

25. Which of the following best describes your undergraduate major?

- | | |
|--|--|
| <input type="checkbox"/> Business | <input type="checkbox"/> Humanities |
| <input type="checkbox"/> Criminal justice or law enforcement | <input type="checkbox"/> Physical science or mathematics |
| <input type="checkbox"/> Engineering | <input type="checkbox"/> Social sciences |
| <input type="checkbox"/> Other _____ | |

26. Which of the following best describes your class rank upon graduation from college?

- ☐ Top 10th percentile
☐ Top 25th percentile
☐ Top 50th percentile
☐ Top 75th percentile
☐ Don't know

27. Which of the following best describes your class rank upon graduation from law school?

- ☐ Top 10th percentile
☐ Top 25th percentile
☐ Top 50th percentile
☐ Top 75th percentile
☐ Don't know

28. Approximately how much student loan debt did you incur during law school?

- | | |
|--|--|
| <input type="checkbox"/> None | <input type="checkbox"/> \$100,000 or more |
| <input type="checkbox"/> \$1,000 - \$24,999 | |
| <input type="checkbox"/> \$25,000 - \$49,999 | |
| <input type="checkbox"/> \$50,000 - \$74,999 | |
| <input type="checkbox"/> \$75,000 - \$99,999 | |

29. At this point in your career, how much remaining law school debt do you have?

- | | |
|--|--|
| <input type="checkbox"/> None | <input type="checkbox"/> \$100,000 or more |
| <input type="checkbox"/> \$1,000 - \$24,999 | |
| <input type="checkbox"/> \$25,000 - \$49,999 | |
| <input type="checkbox"/> \$50,000 - \$74,999 | |
| <input type="checkbox"/> \$75,000 - \$99,999 | |

30. On a scale of 1 to 5 please provide your level of satisfaction on the following questions?

Please rate your level of satisfaction on a scale of 1 to 5 (1 being Very Dissatisfied and 5 being Very Satisfied).

- ☐ How satisfied are you with your decision to have attended law school?
☐ How satisfied are you with your career?

STATE BAR OF TEXAS MEMBER SERVICES

The State Bar of Texas offers many services to help attorneys in both their professional and personal lives. Within these services you can find access to hundreds of useful programs. The following questions will help measure both awareness of and satisfaction with the current services available to you. In addition, your feedback will help the State Bar understand what services you would like to see offered in the future.

31. Please provide information on your experience using the following State Bar of Texas Member Services

Please rate your level of satisfaction on a scale of 1 to 5 (1 being Very Dissatisfied and 5 being Very Satisfied).

[**Satisfaction** scale: 1-Very Dissatisfied, 2-Somewhat Dissatisfied, 3-Neither Satisfied nor Dissatisfied, 4-Somewhat Satisfied, 5-Very Satisfied.

Awareness scale: 1-Aware of service but have no experience, 2-I am not aware of this service]

Service	Are you aware of the service (Y/N)	Satisfaction
Texas Bar CLE	_____	_____
Client Attorney Assistance Program (CAAP)	_____	_____
State Bar of Texas Advertising Review	_____	_____
Texas Lawyers' Assistance Program (TLAP)	_____	_____
State Bar of Texas Member Benefit Program	_____	_____
Texas Bar Journal	_____	_____
Texas Bar Career Center	_____	_____
Texas Bar Private Insurance Exchange	_____	_____
Free Legal Research (Fastcase, Casemaker)	_____	_____
Lawyer Referral and Information Services (LRIS)	_____	_____
Law Practice Management Program	_____	_____
State Bar of Texas Attorney Ethics Hotline	_____	_____

32. Overall, how would you rate the TexasBarCLE's CLE offerings compared with those of other CLE providers?

Please rate the following on a scale of 1 to 5 (1 being Much Worse and 5 being Much Better)

- ___ Live courses
- ___ Live webcasts
- ___ 24/7 online classes
- ___ Downloadable audio MP3s of programs
- ___ Online library of CLE articles
- ___ Course books

33. Please rate the level of importance of each consideration when choosing a particular CLE program:

Please rate the following on a scale of 1 to 5 (1 being Not at all Important and 5 being Very Important)

- ___ Number of MCLE hours
- ___ Course format
- ___ Registration Fee
- ___ Topics relevant to my practice
- ___ Speakers' reputation or expertise
- ___ Length of course
- ___ Location of course
- ___ Course amenities
- ___ Networking

STATE BAR OF TEXAS MEMBER SERVICES CONTINUED

34. How do you currently obtain your major medical health insurance?

- ☐ Through the Texas Bar Private Insurance Exchange
- ☐ Local Agent/Broker
- ☐ Direct through Insurance Carrier
- ☐ HealthCare.gov
- ☐ Through my Employer
- ☐ I do not currently have major medical health insurance
- ☐ Other _____

35. Do you carry any of the following types of insurance?

Please select all that apply.

- ☐ Professional Liability ("Legal Malpractice") Insurance
- ☐ Other Non-Legal Professional Liability ("E&O") Insurance
- ☐ Cyber Breach Liability Insurance
- ☐ Business Owners Insurance
- ☐ Employment Practices Liability Insurance
- ☐ Other _____

36. Please indicate whether you have reached out to the Texas Lawyers' Assistance Program (TLAP), on behalf of a lawyer or judge for one of the following mental health or substance use disorders

Check all that apply.

- ☐ Depression
- ☐ Anxiety
- ☐ Alcohol abuse
- ☐ Drug abuse
- ☐ Suicidal ideation
- ☐ Age-related cognitive impairment
- ☐ Have not referred anyone
- ☐ Other _____

37. Please indicate any benefits and/or vendors you would like to see offered through the State Bar of Texas Member Benefit Program.

38. If you have any additional comments regarding the information collected with this survey, please provide them below:
